



USDA Forest Service

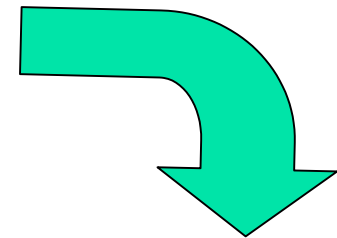
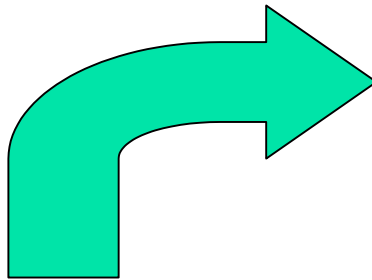
National Recruitment Strategy

Chronology

2000



**U.S. FOREST SERVICE
WORKFORCE PLAN
2001 - 2005**



**National Academy of Public
Administration
WORKFORCE REPORT
1999**

1999



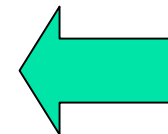
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2002

USDA FOREST SERVICE



**Forest Service Strategy
For Improving
Organizational Efficiency
2003 -2007
June 2002
(Formerly Workforce
Restructuring Plan)**



Forest Service, USDA

**Recruitment Strategy
2001-2005**



2001



NAPA Report

**National Academy of Public
Administration**

**WORKFORCE REPORT
1999**

14 Recommendations, including:

- Uniform approach to workforce planning
- Link workforce planning with Strategic Plan and Budget
- Address impacts of an aging workforce
- Meet workforce diversity goals
- Address staff shortages in key disciplines



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Workforce Plan



U.S. FOREST SERVICE

WORKFORCE PLAN

2001 - 2005

- ❖ Past Downsizing and Projected Retirements are creating a **human capital deficit**.
- ❖ 3 Issues: **Diversity, Skill Gaps** and **Age Distribution**
- ❖ Increased hiring is an opportunity to address these issues
- ❖ The Forest Service needs a strategic approach to **human capital management**.



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Recruitment Strategy 2001-2005

Forest Service, USDA

Recruitment Strategy
2001-2005



- 1. Utilize Workforce Analysis as a bases for recruitment**
- 2. Implement a targeted recruitment marketing campaign**
- 3. Partner with professional, education and minority org.**
- 4. Make student programs a productive recruitment tool**
- 5. Streamline hiring process and develop useful tools**
- 6. Strengthen university relations**
- 7. Monitor and Evaluate strategy results**



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Workforce Planning/Recruitment

Occupation	Series	1 Year Projection					5 Year Projection		
		A Current	B Attrition	Hiring	Entry-Level	E Change	Projected Attrition	Projected Hiring	Growth Decline
Recreation	0023, 0188	138	7	11	6	2.8%	39	31	-5.8%
Social Science, Econ	0101, 0110	109	7	13	3	5.2%	38	42	4.0%
Archeology	0193	305	20	15	6	-1.5%	100	59	-13.5%
Personnel	0201, 0212, 0230, 0235	351	37	27	9	-2.7%	187	86	-28.7%
Civil Rights	0260	78	4	12	4	10.4%	23	17	-7.3%
General Admin	0301	228	18	16	9	-0.7%	90	78	-5.5%
Computer Specialist	0334	741	50	72	29	3.0%	260	196	-8.6%
Line Manager	0340	589	31	17	0	-2.3%	165	60	-17.9%
Admin Officer	0341	154	13	6	0	-4.5%	66	26	-25.9%
Support Service	0342	415	18	9	4	-2.2%	94	28	-15.9%
Program Analyst	0343	166	12	14	0	1.4%	60	43	-10.5%
Telecommunications	0391	144	15	18	7	2.4%	75	55	-13.8%
General Biology	0401	1,055	54	63	17	0.9%	284	160	-11.8%
Ecology	0408	206	14	19	5	2.7%	67	70	1.4%
Entomology	0414	119	17	13	2	-3.2%	81	46	-29.6%
Botany	0430	128	4	8	4	3.2%	21	37	12.8%
Plant Pathology	0434, 0435	108	4	8	2	4.1%	18	22	3.9%
Range Conservation	0454	334	19	25	10	1.7%	100	64	-10.7%
Forestry	0460	2,922	177	120	70	-2.0%	930	470	-15.7%
Soil Science	0470	171	5	20	9	9.0%	25	43	10.3%
Fisheries Biologist	0482	361	9	22	12	3.7%	47	67	5.5%
Wildlife Biologist	0486	714	18	37	23	2.6%	106	100	-0.9%
Financial	0501, 0505	190	7	10	4	1.6%	39	18	-11.3%
Accountant	0510	146	10	32	11	15.3%	50	45	-3.4%
Budget Analyst	0560	225	7	15	4	3.7%	36	30	-2.5%
General Engineering	0801	83	4	6	0	2.4%	20	18	-2.6%
Landscape Arch	0807	191	18	12	6	-3.0%	89	44	-23.6%
Civil Engineering	0810	629	38	51	20	2.0%	199	186	-2.0%
Public Affairs	1035, 1071, 1082, 1084	356	21	19	3	-0.4%	107	71	-10.2%
Contracting	1102	224	10	18	8	3.5%	57	52	-2.1%
Realty	1170	139	8	9	2	0.6%	45	33	-8.9%
Physical Science	1301	90	5	3	1	-2.5%	27	22	-5.7%
Hydrology	1315	270	14	27	15	4.7%	76	80	1.5%
Chemistry	1320	49	2	1	0	-2.3%	11	8	-5.3%
Geology	1350	121	9	10	3	1.1%	45	28	-14.3%
Cartography	1370	70	4	2	0	-2.4%	19	16	-4.3%
Land Surveying	1373	130	7	6	1	-0.6%	38	25	-9.6%
Math, Statistics	1515, 1529, 1530	81	4	1	0	-4.0%	21	11	-12.4%
Vocational Trng	1710, 1740	149	18	21	20	2.3%	89	105	10.8%
Criminal Investigator	1811	147	10	8	6	-1.3%	53	53	-0.2%
Totals		12,826	744	816	335	0.6%	3,897	2,645	-9.8%

Diversity

PROFESSIONAL OCCUPATIONS - AEP

Number of Hires Needed to Reach Parity with CLF

Series		Current #	5 Year Hiring	White Women		African Am. Men Women		Hispanic Men Women		Asian Am. Men Women		Am.Indian Men Women		Total W/Min	Pw/TD
Social Sci./Econ.	0101,0110	109	42	7	0	1	0	3	1	1	1	0	1	14	1
Archeology	0193	305	59	11	6	8	3	0	2	4	0	0	0	35	3
Gen. Biology	0401	1,055	160	63	5	19	0	4	31	27	0	0	0	150	7
Ecology	0408	206	70	0	1	3	0	3	7	7	0	0	0	21	3
Entomology	0414	119	46	0	2	2	0	1	3	1	0	1	1	10	2
Botany	0430	128	37	0	0	3	1	0	5	1	0	0	0	10	2
Plant Pathology	0434,0435	108	22	0	1	0	3	1	2	0	0	0	0	8	2
Range Cons.	0454	334	64	0	8	2	0	0	1	1	1	0	0	13	5
Forestry	0460	2,922	470	0	38	6	5	0	0	7	0	0	0	55	32
Soil Science	0470	171	43	0	2	3	0	1	1	1	0	1	1	9	2
Fisheries Bio.	0482	361	67	35	2	7	0	2	7	9	0	0	0	62	3
Wildlife Bio	0486	714	100	0	9	14	0	8	26	16	0	0	0	73	9
Gen. Engineer.	0801	83	18	0	1	0	0	1	2	0	0	0	0	4	0
Landscape Arch	0807	191	44	0	2	0	2	1	5	0	1	0	0	11	1
Civil Engineer	0810	629	186	0	8	3	0	0	33	0	0	0	0	44	3
Physical Sci.	1301	90	22	0	1	2	1	0	1	1	1	1	1	9	1
Hydrology	1315	270	80	0	1	0	1	0	4	0	0	0	0	7	4
Chemistry	1320	49	8	9	0	2	0	0	0	0	0	1	1	12	0
Geology	1350	121	28	0	0	1	0	0	0	1	0	1	1	3	1
Cartography	1370	70	16	0	1	1	1	0	0	0	0	0	0	3	1
Land Surveying	1373	130	25	0	1	1	0	0	1	0	0	0	0	3	1
Math/Stat.	1515,1529,1530	81	11	11	2	4	2	1	1	1	1	1	1	25	1
Vocational Trng.	1710,1740	149	105	22	0	3	1	5	1	0	0	0	0	33	0
Totals		8,395	1,723	159	92	84	22	31	135	78	4	7	612	82	



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Recruitment Campaign

Working for the Great Outdoors

- Video
- Displays
- Brochures
- Flyers
- CD ROM
- Gifts



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Outreach Partnerships

Asian Pacific Am. Outreach

Tuskegee University

Southern University

Clark Atlanta University

Central CA Consortium

Lincoln University

Florida A&M

Alabama A&M

American Indian Higher Ed.
Consortium

Hispanic Association
of Colleges & Univ.



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National Recruitment Initiatives

Haskell Indian Nations University

Alabama A&M Initiative

American Indian Higher Education Consortium

Schenk Job Corps

Southern University

Tuskegee University

Florida A&M Initiative

University of California, Davis

Hispanic Recruitment Initiative

Research Scientist Initiative

USDA/1890 National Scholars Program

Person with Disabilities

HACU Internship Program



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Building University Relations

- In 2001 & 2002 All Senior Executives were assigned to 1-2 Universities serving as FS ambassadors
- Over 40 Universities were visited resulting in increased FS visibility and communications



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Monitoring/Evaluation

- National Recruitment Council with field/Headquarters representatives analyzes Recruitment results
- Chief's Workforce Advisory Group provides Executive Oversight to Recruitment Efforts



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